

FISCAL YEAR 1999

ANNUAL
PERFORMANCE
REPORT

PERFORMANCE GOALS AND RESULTS

Fiscal Year 1999

INTRODUCTION

Enacted in 1993, the Government Performance and Results Act (GPRA) requires Federal agencies to establish standards for measuring the performance and effectiveness of their programs and services. The law requires agencies to develop strategic plans that describe their long term goals and objectives; annual performance plans that provide goals to assess yearly progress toward meeting these strategic goals; and annual reports to Congress that summarize an agency's success in achieving its annual performance plan.

FY 1999 was the first fiscal year when Federal agencies were required under GPRA to establish performance measures to assess the effectiveness of their programs and services. Each Department of Labor (DOL) agency developed a FY 1999 Annual Performance Plan. Of the more than 200 goals included in the agencies' performance plans, 48 performance goals key to the accomplishment of DOL's strategic goals were identified for inclusion in the FY 1999 Departmental Performance Plan, providing a basis for assessing the Department's effectiveness in providing core services to our constituents as well as the performance of individual DOL agencies.

Included in this first annual report are descriptions of the Department's strategic goals, the ensuing outcome goals, and a detailed presentation of program results for each of the 48

performance goals in the FY 1999 DOL Annual Performance Plan. The appendices provide additional details and explanatory materials supporting the program results.

OVERVIEW OF FY 1999 PERFORMANCE

Of the 48 key performance goals incorporated in DOL's FY 1999 Annual Performance Plan, the Department exceeded or fully achieved 35 (73 percent) of these goals during this first year of managing under the provisions of the Government Performance and Results Act. The Department also gained a greater appreciation during FY 1999 of the remaining challenges to a complete implementation of GPRA, including strengthening our focus on the intended outcomes of DOL programs, improving the quality and timeliness of the data used to measure our performance, and further increasing the Department's effectiveness in meeting our core mission responsibilities.

To continue to improve the delivery of the Department's core services to America's workers and employers, coordination of DOL's strategic management efforts has been strengthened by the establishment of a dedicated GPRA staff and an inter-agency working group which meet together throughout the year to facilitate GPRA implementation. The Department has initiated systems to ensure routine assessment of progress against our performance goals, and the Deputy Secretary and agency

executives meet several times each year to review performance results. In addition, the Office of the Inspector General (OIG) is actively collaborating with the Department on the implementation of GPRA, providing information and advice on how to attain the best possible program accomplishments and accountability.

DOL STRATEGIC, OUTCOME AND PERFORMANCE GOALS

DOL's functions are organized around three strategic goals, which have provided the focus for the Department's strategic planning and a framework for the annual performance plans. These goals build on our successes and respond to the challenge of helping every working American participate and prosper in today's economy. Through these three strategic goals and their supporting outcome goals, DOL staff and the American public can see a direct link between the Department's purpose and its activities. The three DOL strategic goals are:

DOL Strategic Goals	
Goal 1	<i>A Prepared Workforce: Enhance opportunities for America's workforce</i>
Goal 2	<i>A Secure Workforce: Promote the economic security of workers and families</i>
Goal 3	<i>Quality Workplaces: Foster quality workplaces that are safe, healthy, and fair</i>

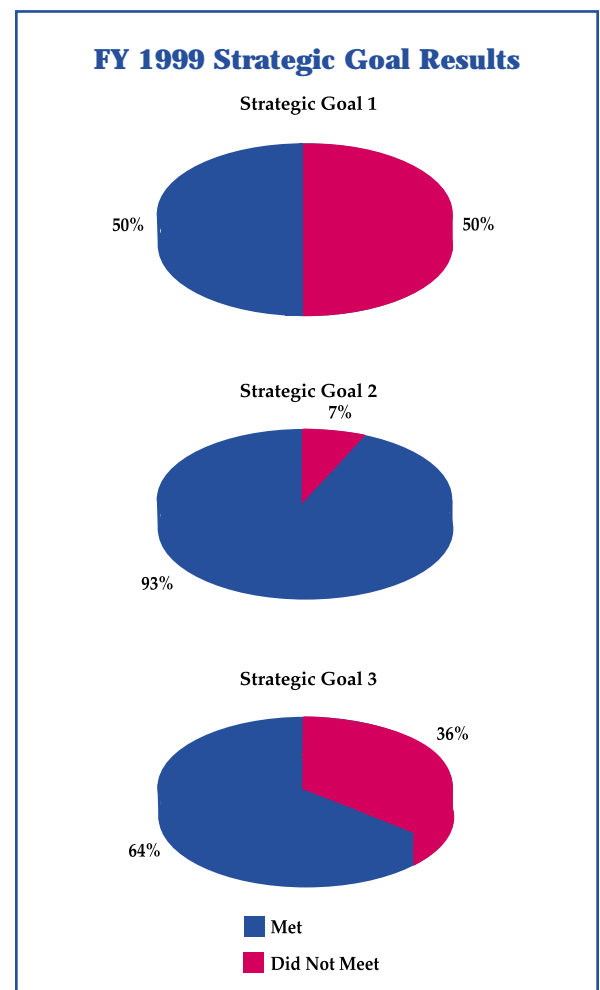
During this initial year of GPRA implementation, the Department's achievement levels varied among our three strategic goals. The Department was the most successful in meeting performance goals under Strategic

Goal 2, A Secure Workforce: 13 of the 14 (93 percent) performance goals were achieved. Under Strategic Goal 1, only 50 percent of the performance goals (6 of 12) were met or surpassed. For Strategic Goal 3, 9 (64 percent) of the 14 performance goals were met.¹

REPORTING FY 1999 PERFORMANCE RESULTS

In this report, FY 1999 performance data and

supporting information are presented by strategic goal, following the sequence of information in the Department's FY 1999 Annual Performance Plan. Each DOL strategic goal serves as a major heading for presenting performance results. More specific outcome goals further segment the larger objectives of each strategic goal. This information provides a non-technical orientation on how DOL serves the public in this major area of the overall DOL mission and introduces the detailed performance information that follows.



¹The performance goals under the strategic goals total only 40 because they do not include the departmental management goals; DOL successfully met 7 of the 8 (88 percent).

Following each outcome goal, separate reports of results for individual performance goals or goal narratives provide the following information:

- A report and analysis of FY 1999 performance results against the goal.
- A description of the program being evaluated.
- Highlights of key strategies employed toward achieving the goal.
- A capsule summary of any planned changes in the program and performance measures based on FY 1999 results.
- Summary comments on audits and evaluations that may have been conducted on the program that year.

CROSS-CUTTING PROGRAMS AND ISSUES

The key to successful accomplishment of the performance goals identified in DOL's FY 1999 Annual Performance Plan was appropriate coordination and integration of DOL's programs and activities, both among its component agencies and with other Federal government departments and agencies with overlapping missions and goals. This section of the Annual Performance Report highlights these linkages and identifies those programs in which DOL has in FY 1999 undertaken a coordinated effort with other Departments and Agencies to eliminate duplication and provide increased value to the American public.

APPENDICES

The following appendices provide supporting information for the

performance results presented in the body of the report.

Appendix 1 presents the organizational chart for the Department.

Appendix 2 lists each performance goal, indicates whether the goal has been achieved, the agency responsible for meeting the goal, and the measurement period for the performance data. This section also identifies performance goals that were eliminated or revised subsequent to the release of the FY 1999 Annual Performance Plan to maintain continuity between the two documents.

Appendix 3 includes a listing of audits and evaluations of DOL programs conducted by the General Accounting Office (GAO), the Office of the Inspector General (OIG), and other organizations during FY 1999.

Appendix 4 contains supporting information for each performance goal including the performance indicator, source of data, baseline data, any comments pertinent to data collection, and the previous goal if the goal was revised after the release of the FY 1999 Annual Performance Plan.

Appendix 5 is the glossary of acronyms used in this report.